



MINUTES

March 14, 2007

8:30 a.m. – 10:30 a.m.

Missouri Department of Mental Health, Conference Room B

The meeting was called to order at 8:30 a.m. by Patrick Murphy.

Agenda Items

SEBES Update – JoAnn Looten, MOSERS

Ms. Looten gave an overview of the new employees' benefits enrollment system. At this point, this system is designed for enrolling new employees only. It is most critical that new employee personal data must be entered on the first day of employment. It is anticipated that other applications will be added at a later point in time. Roll-out of SEBES is scheduled for September 25, 2007. All benefits coordinators are encouraged to attend this event at the MOSERS HR Conference to receive training on this new system. Information is available at www.sebes.mo.gov.

OA Accounting Update – Vandee DeVore, OA

Ms. DeVore reported that she continues to send to each state agency updates on the statistics on the percentage of employees who have signed up for MOSERS on-line account access. She hopes that this information is useful.

Regarding state sponsored check-off plans with MoVLIC, she reported that the universal life and the critical illness policies have been removed. MoVLIC will now be required to promote their products separately from state products. Questions can be referred to her office.

OA Personnel Update – Chet White, OAPD

Mr. White reported that he has met with the Governor and his cabinet members about the PERforM employee appraisal system and they are 100% behind this new program. The Governor's office has asked to be first in line to pilot this new program. PERforM is still in the testing phase and the "active directory" has been delayed. However, the Governor intends to sign an executive order declaring PERforM an official statewide initiative as soon as the program is up and running.

On the subject of Merit System Examination revisions, Mr. White reported his recent discussions with legislators. The House declined to appropriate any funding to support this project and Mr.

White now intends to seek support from the Senate. However, should his request meet with the same response, he will be asking the agencies to subsidize revisions to the examinations that test for classifications that the agencies employ.

Chet mentioned activity in the various subcommittees of the Merit System Reform initiative. The next meeting of the ICC is scheduled for April 14th. Some rule changes anticipated at this point will be in the areas of performance appraisal and the lay-off procedures. His stated focus will be helping the various state departments achieve their goals while maintaining transparency and fairness to the public/applicants.

OA Personnel Update – Gary Fogelbach, OAPD

Commenting on the PERforM system, Mr. Fogelbach reported that the PUD 3 information was loaded. He questioned the group as to preference for updating the schedule – agencies could begin updating now or wait until respective agencies go live.

He reported meeting with Senator Gross on the statewide pay policy. Senator Gross was concerned with the current practice of agencies submitting requests for repositioning. This practice appears to be more “agency-driven” rather than OAPD-driven and is a strain on the Personnel Advisory Board. Other than the resource issues, other concerns included compensation policy concepts regarding internal equity and external competitiveness.

Mr. Fogelbach also demonstrated an electronic benefits calculation program that could be used by HR managers to raise employees’ awareness of the cost of the benefit package that they receive with state employment. Discussion followed concerning employees’ relative level of interest in the various features of the state benefit package, depending upon the age of the employees.

Next SHRMC Meeting: April 14, 2007, 8:30 a.m.

Location: Department of Mental Health, 1706 East Elm, Conference Room B

Meeting adjourned.